



Northeast Community College Board Policy Manual

Board President Delegation Policy Policy Number: BPD - 04

Monitoring President Performance

President job performance will be measured solely by systematic thorough and consistent monitoring of the President's job performance in comparison to the Board's required President job outputs: organizational accomplishment of the President's reasonable interpretation of Ends policies and organizational operation within the boundaries of the President's reasonable interpretation of Executive Limitations policies.

1. The purpose of monitoring is simply to determine the degree to which Board policies are being fulfilled. Only information which achieves this purpose will be considered to be monitoring.
2. A given policy may be monitored in one or more of three ways:
 - 2.1. Internal report: Disclosure of compliance information by the President to include monthly monitoring reports, along with his or her explicit interpretation of Board policy, and justification for the reasonableness of interpretation.
 - 2.2. External report: Discovery of compliance information by an external, disinterested third party, who has appropriate qualifications and a suitable level of independence from management, who is selected by and reports directly to the Board. The President should be notified of this activity.
 - 2.3. Direct Board Inspection: Discovery of compliance information by a designated Board member, a committee or the Board as a whole. Such an inspection is only undertaken at the instruction of the Board and with notification of the President.
3. Regardless of the method of monitoring, the standard for compliance shall be any reasonable President interpretation of the Board policy being monitored. The Board is the final arbiter of reasonableness, but will always judge with a "reasonable person" test rather than interpretations favored by Board members, the disinterested third party, or even the Board as a whole.
4. Upon the choice of the Board, any policy can be monitored by any of the above methods at any time. For regular monitoring, however, each Ends and Executive Limitations policy will be classified by the Board according to frequency and method.

5. A formal evaluation of the President by the Board will occur annually at a time determined by the Board, based on the achievement of the Board's *Ends* Policies and non-violation of its Executive Limitations policies. This formal evaluation will be conducted by cumulating the regular monitoring data provided during the year and the Board's recorded acceptance or non-acceptance of the reports, and identifying performance trends evidenced by that data.

MONITORING SCHEDULE				
Number	Policy	Method	Frequency	Month
E-00	Ends	Internal Report	Annually	August
EL-00	General Executive Constraint	Internal Report	Every 2 Years	December
EL-01	Treatment of Students	Internal Report	Annually	May
EL-02	Access to Education	Internal Report	Annually	May
EL-03	Treatment of Employees	Internal Report	Annually	January
EL-04	Planning	Internal Report	Annually	September
EL-05	Financial Conditions & Activities	Internal Report	Annually	December
EL-06	Asset Protection	Internal Report	Annually	November
EL-07	Compensation and Benefits	Internal Report	Annually	February
EL-08	Communication & Support to the Board	Internal Report	Annually	June
EL-09	Organizational Integrity	Internal Report	Annually	April
EL-10	Land Development	Internal Report	Annually	March
EL-11	Construction	Internal Report	Annually	March

Effective Date: 08/11/2022

Original Adoption Date: 12/09/2021

Revision Date: 08/11/2022

Rescinded Date: none